

ER 84-049/2

JAN 19 1984

MEMORANDUM FOR: Director of Central Intelligence

THROUGH: Executive Director

FROM: Robert W. Magee
Director of Personnel

SUBJECT: Career Trainee Applicant [REDACTED]

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1. Attached is the Office of Personnel Applicant file for [REDACTED] his Office of Medical Services (OMS) psychological evaluation, and the result of the Applicant Review Panel (ARP) deliberation of his case.

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2. [REDACTED] followed the regular selection and evaluation process for Agency employment. He began with an interview with [REDACTED] our New York recruiter. [REDACTED] was given an Agency application to complete and took the Professional Applicant Test Battery (PATB) on 14 May 1983. The PATB measures such things as ideational fluency, vocational interests, intellectual abilities, abstract reasoning, vocabulary, reading comprehension, current world events, arithmetic reasoning, basic computational skills and interpretation of chart/graph data. Foreign language aptitudes are measured by an artificial language test. An applicant is also interviewed by an OMS psychologist. Over the years the assessments have proven to be very valuable and reliable tools in the Agency selection process. This total package is then reviewed to see if an applicant should be actively considered for employment. In close calls or where there may be special interest, the case is referred to the ARP for final judgment.

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3. You will see from the attached file that [REDACTED] did not fare well in the screening process. [REDACTED] in New York forwarded a favorable interview report. His PATB results range from "fair" to "low average/poor" except for ideational fluency--the ability to talk a good line--which is superior. [REDACTED] undoing was his interview with the psychologist. Our experience has been that we override a negative assessment usually to our sorrow. Nevertheless, [REDACTED] file was sent to the ARP for another look. The ARP also concluded that [REDACTED] would not be suitable for Agency employment.

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4. I am available to discuss this and the full recruitment process anytime at your convenience.

Robert W. Magee

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